

## IN THE CLAIMS

1. (currently amended) A computer readable medium of instructions configured as a multiple database information exchange and hiring system used in network operations, said system comprising:
  - a first database of information pertaining to a job opening or demand-side needs of a company, stored in electronically readable memory;
  - a second database of information on positions, interview teams, questions to evaluate candidates by skills, experience or personal profiles related to the job opening;
  - a server and communication port suitable for transmitting and receiving data from the first data base, instructions from the second database or coordinating the communication between the interviewers in the form of electrical signals to and from remote computers;
  - a database management system for creating and revising records of said first database and said second database connected to said electronically readable memory responsive to the remote computers;
  - an interactive database query engine connected to said memory, said query engine configured to permit a plurality of searches and appended searches by a plurality of users, including position owner, position contributor or an interviewer to produce current results that are coordinated and communicated between all users; and
  - a process controller connected to said interactive database and an accounting system that facilitates accounts management, said process controller facilitating an intelligent, collaborative and coordinated solution to demand-side job recruiting,

wherein said interactive database is a company database containing human resource and hiring records.

2. (cancelled)

3. (original) The computer readable medium of instructions according to claim 1, further comprising a security means connected to said process controller.

4. (currently amended) The computer readable medium of instructions according to claim 1, wherein the human resources and hiring records contain a plurality of search ~~key~~ fields, each of said ~~key~~ fields selected from a group consisting of a selection criteria, data on coordination of interviews, data on preparation of questions, data on feedback from interviewers and data on candidate evaluations.

5. (original) The computer readable medium of instructions according to claim 1, further comprising a database of instructions pertaining to training of users.

6. (original) The computer readable medium of instructions according to claim 4, wherein said interactive database query engine includes means for searching key fields of a database for the satisfaction of one or more conditions, and means for reporting and exchanging all variables in said search key fields of records which satisfy said one or more conditions.

7. (currently amended) The computer readable medium of instructions according to claim ~~4~~ 6, wherein said means for searching key fields of a data base include at least one of : a customer administration key, an interview key, a report key, an options key, a search key or a tutorial key.

8. (previously presented) The computer readable medium of instructions

according to claim 5, further comprising means for organizing the hiring process by coordinating the exchange of information at every step of the hiring process between different levels of users assigned for the hiring process, wherein the hiring process includes the steps of

- defining a position,
- coordinating the interview teams,
- organizing the interview questions,
- evaluating the candidates, and
- reviewing the candidate evaluations.

9. (previously presented) The computer readable medium of instructions according to claim 7, further comprising means to restrict entries in at least one of said means of searching key fields of a database to a predetermined set of entries.

10. (currently amended) A computer software system provided to execute hiring practices intelligently, said system comprising:

- a first database of information pertaining to job openings and demand-side needs of a company;

- a second database of positions information, interview teams and questions to evaluate candidates by skills, experience or personal profiles;

- a third database of company records compiled by the human resources department, said third database containing user data records, administration data records, option data records , search data records or tutorial data records;

- a database management system connected to the software linking it to multiple databases and multiple remote computers ;

an interactive database query engine connected to said data base management system configured to permit a plurality of searches and appended searches by a plurality of users, including position owner, position contributor or an interviewer to produce current results that are coordinated and communicated between all users and

a process controller connected to ~~said a database~~ data management system and an accounting system to facilitate accounts management and collaborative and coordinated solution to demand-side process of recruiting.

11. (previously presented) A method of hiring personnel intelligently, said method comprising the steps of:
  - creating a computer readable file including information pertaining to job openings and needs of a company,
  - uploading a portion of the computer readable file connected to an accounting system to facilitate accounts management, via a process controller to a medium accessible via a computer network with information on interview teams, questions to evaluate candidates by skill, experience and personal profiles and instructions for interviewers;
  - searching information in the uploaded portion of the computer readable file for the presence of information corresponding to information requested by a user;
  - accessing the information requested from relevant databases in the network;
  - assigning tasks, coordinating interview processes and managing interview evaluations from teams; and

permitting the user to send said information via the computer network to another computer readable file located in the same hiring environment, to exchange said information with another user and to facilitate creating a coordinated summary of recommendations for hiring.

12. (cancelled)